

**Pengaruh Pengembangan Karir dan Dukungan Manajemen Terhadap Kinerja  
Pegawai PT. Bank Rakyat Indonesia (Persero) Kantor Cabang Wonosari  
dimediasi oleh *Employee Engagement***

Yogi Nugraha<sup>1</sup>, Yuni Siswanti<sup>2</sup>, Sabihaini<sup>3</sup>

[Anugrahyogi9@gmail.com](mailto:Anugrahyogi9@gmail.com)<sup>1</sup>, [yuni.siswanti@upnyk.ac.id](mailto:yuni.siswanti@upnyk.ac.id)<sup>2</sup>, [sabihaini@upnyk.ac.id](mailto:sabihaini@upnyk.ac.id)<sup>3</sup>

Program Magister Manajemen, Fakultas Ekonomi dan Bisnis  
Universitas Pembangunan Nasional “Veteran” Yogyakarta

**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh pengembangan karir dan dukungan manajemen terhadap kinerja pegawai PT Bank Rakyat Indonesia (Persero) Kantor Cabang Wonosari yang dimediasi oleh *employee engagement*. Penelitian ini menggunakan *Partial Least Square* untuk mengetahui hubungan tersebut sehingga peneliti menggunakan aplikasi SmartPLS untuk mengetahui hubungan antar variabel kinerja pegawai. Sampel dalam penelitian ini adalah pegawai magang/internship dan kontrak di lingkup PT Bank Rakyat Indonesia (Persero) Kantor Cabang Wonosari yang berjumlah 90 karyawan. Penelitian ini menggunakan data kuantitatif dengan menyebarkan kuesioner kepada seluruh sampel yang diteliti dan teknik pemilihan sampel menggunakan sampling jenuh. Berdasarkan pengujian *outer model*, penelitian ini lolos uji validitas dan reliabilitas. Sedangkan berdasarkan *Inner model*, hasil penelitian menunjukkan bahwa dukungan manajemen berpengaruh positif signifikan terhadap *employee engagement*. Namun, pengembangan karir terhadap kinerja karyawan, dukungan manajemen terhadap kinerja karyawan, pengembangan karir terhadap *employee engagement*, dukungan manajemen terhadap *employee engagement*, tidak berpengaruh signifikan Bagi PT Bank Rakyat Indonesia (Persero) Kantor Cabang Wonosari, disarankan untuk lebih meningkatkan fasilitas perusahaan dalam hal ini dukungan manajemen dan pengembangan karir agar dapat meningkatkan kinerja pegawai di masa yang akan datang. Bagi penelitian selanjutnya diharapkan dapat menambah jumlah responden, karena jumlah data penelitian dapat mempengaruhi hasil penelitian.

*Kata Kunci: Pengembangan Karir, Dukungan Manajemen, Keterikatan Pegawai, Kinerja Pegawai, PT Bank Rakyat Indonesia*

***The influence of Career Development and Management Support on Employee Performance  
PT. Bank Rakyat Indonesia (Persero) Branch Office Wonosari Mediated  
by Employee Engagement***

Yogi Nugraha<sup>1</sup>, Yuni Siswanti<sup>2</sup>, Sabihaini<sup>3</sup>

[Anugrahyogi9@gmail.com](mailto:Anugrahyogi9@gmail.com)<sup>1</sup>, [yuni.siswanti@upnyk.ac.id](mailto:yuni.siswanti@upnyk.ac.id)<sup>2</sup>, [sabihaini@upnyk.ac.id](mailto:sabihaini@upnyk.ac.id)<sup>3</sup>

*Master of Management, Faculty of Economics and Business  
Universitas Pembangunan Nasional “Veteran” Yogyakarta*

**ABSTRACT**

*This research aims to analyze the influence of career development and management support on the performance of employees of PT Bank Rakyat Indonesia (Persero) Wonosari Branch Office which is mediated by employee engagement. This research uses Partial Least Square to determine this relationship and use the SmartPLS application to determine the relationship between employee performance variables. The sample in this research were interns and contract employees at PT Bank Rakyat Indonesia (Persero) Wonosari Branch Office, totaling 90 employees. This research uses quantitative data by distributing questionnaires to all samples studied and the sample selection technique uses saturated sampling. Based on the outer model test, this research passed the validity and reliability test. Meanwhile, based on the Inner model, the research results show that management support has a significant positive effect on employee engagement. However, career development on employee performance, management support on employee performance, career development on employee engagement, management support on employee engagement, do not have a significant effect. For PT Bank Rakyat Indonesia (Persero) Wonosari Branch Office, it is recommended to further improve the company's facilities in this regard. management support and career development in order to improve employee performance in the future. It is hoped that further research will increase the number of respondents, because the amount of research data can influence the research results.*

*Keywords: Career Development, Management Support, Employee Engagement, Employee Performance, PT Bank Rakyat Indonesia.*